

Message Text

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61

ACTION SS-25

INFO OCT-01 ISO-00 SSO-00 /026 W
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R 220815Z JAN 76

FM AMEMBASSY TEHRAN

TO SECSTATE WASHDC 5232

C O N F I D E N T I A L TEHRAN 0631

EXDIS

PASS SECDEF FOR LTG FISH

E.O. 11652: GDS

TAGS: MASS, IR

SUBJECT: DISPARATE CONTRACTOR WAGE AND BENEFIT PACKAGES

REF: SECDEF 041836Z DEC 75

1. WE DO NOT BELIEVE IT WOULD BE VERY PRODUCTIVE TO CONVENE A MEETING OF MAJOR DEFENSE CONTRACTORS WITH GOI OFFICIALS TO DISCUSS PROBLEM OF WAGES AND BENEFITS FOR CONTRACTOR PERSONNEL. CONTRACOTRS WILL BE EXTREMELY RELUCTANT TO REVEAL DETAILS OF EMPLOYEE BENEFITS TO THEIR COMPETITORS. NOR WILL SOME CONTRACTORS WISH TO BE PART OF SCHEME TO REDUCE THEIR EMPLOYEE BENEFITS WHICH COULD RESULT IN LOSS OF VALUABLE PERSONNEL. FURTHER, WE FEEL THAT EFFORT TO CONSTRUCT A BASE LINE OF WAGES AND BENEFITS ON THE BASIS OF EXISTING CONTRACTS WOULD PROVE EXTREMELY COMPLEX AND VERY PROBABLY FRUITLESS.

2. THEREFORE, AS ALTERNATIVE TO APPROACH SUGGESTED PARA 1 REFTL, WE ENDORSE PROPOSAL TO PROVIDE MORE DETAILED INFORMATION IN FUTURE CONTRACTS ON EMPLOYEE BENEFITS. WE BELIEVE IT WOULD BE A USEFUL STEP TOWARDS ESTABLISHING GOI STANDARDS IF SELECTED FMS CONTRACTS, SCHEDULED FOR NEGOTIATION IN THE FUTURE, COULD HAVE DETAILED EMPLOYEE BENEFITS PACKAGE BROKEN OUT AND PRESENTED TO GOI FOR SPECIFIC APPROVAL OR MODIFICATION. THAT IS, CONTRACTING OFFICER COULD SEND ARMISH/MAAG EMPLOYEE BENEFIT DATA ON PRE-CONFIDENTIAL

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SCRIBED FORM BEFORE WORK ON CONTRACT IS COMPLETED. MAAG

COULD THEN OBTAIN GOI'S APPROVAL OR CHANGES IN COMPANY'S PROPOSALS. IF, FOR EXAMPLE, GOI REJECTED RENT LEVEL OR PROPOSALS FOR TRANSPORTATION OF PERSONAL EFFECTS, THESE PRECEDENTS COULD FORM USEFUL STANDARDS WHICH COULD BE APPLIED BY CONTRACTING OFFICERS ON SUBSEQUENT FMS CASES.

3. IF THERE IS AN OPPORTUNITY, SUGGEST THIS PROPOSAL BE DISCUSSED WITH GENERAL TOUFANIAN DURING HIS CURRENT VISIT TO WASHINGTON.
HELMS

NOTE BY OC/T: NOT PASSED SECDEF.

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NNN

Message Attributes

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Margaret P. Grafeld
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